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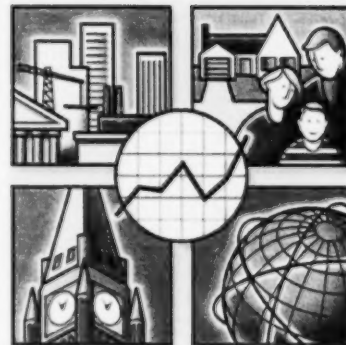
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Human Resource Module of the Tourism Satellite Account, Update to 2006

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Human Resource Module of the Tourism Satellite Account, Update to 2006

This paper reports on the update to 2006 of the Human Resource Module (HRM) of the Tourism Satellite Account developed by Statistics Canada. The HRM provides detailed information on employment related to tourism. Information on wages and salaries, number of jobs and hours worked by occupation are included. The data are also disaggregated by age, gender and immigration status. This study provides a resource for training and planning for tourism.

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Human Resource Module of the Tourism Satellite Account, Update to 2006

Executive summary

- This study provides detailed employment data in a Human Resource Module (HRM) of the Tourism Satellite Account (TSA). This information is useful for tourism analysts and employment and training planners.
- Since the HRM is based on the same concepts as the Canadian TSA and the National Tourism Indicators, direct comparisons can be made with the data in these accounts.
- With this release the HRM is updated to 2006 from 2005. In addition, revised Labour Force Survey and Canadian Productivity Accounts' estimates have been incorporated, leading to revisions of the HRM estimates for 1997 to 2005.
- Detailed information for all tourism industries, in this case aggregated into five industry groups, is available. These industry groups include Transportation (which is further split into Air Transportation and Other Transportation), Accommodation, Food and Beverage Services, Recreation and Entertainment and Travel Services.
- The HRM provides information on the number of employee jobs, hours worked, and employment earnings according to whether the jobs are full-time or part-time, by occupation. The same information is also available according to the gender, age group and immigrant status of employees. More aggregated estimates are provided for self-employment jobs.
- One of the strengths of the HRM is that it can convey information from two different perspectives, the total industry approach and the TSA approach. With the former, all jobs in an industry are estimated. With the TSA approach, in contrast, only a fraction of these jobs, the ones that can be directly attributed to spending by tourists, are estimated.
- With this update, the annual estimates of total employment in the tourism industry groups of the HRM are made available. Estimates of the employment that can be directly attributed to tourism demand (or spending by tourists), have been suspended for the time being.
- In 2006, 1.8 million jobs were held in the tourism industries covered in the HRM. This represented about 11% of the 16.8 million jobs in the economy that year.
- According to the National Tourism Indicators, 509 thousand of these 1.8 million jobs could be directly attributed to tourism demand (spending).
- The number of jobs in the tourism industries was up 2.1% in 2006, after a slight 0.2% decline in 2005. By comparison, the number of jobs economy-wide was up 1.8% in 2006, following a 1.6% gain in 2005.
- In 2006, solid gains were posted in Food and Beverage Services (+2.8%) and Recreation and Entertainment (+2.4%) while more modest gains were recorded in Air Transportation (+1.7%) and Travel Services (+1.3%). Job growth was much weaker in Accommodation (+0.4%) and Other Transportation (+0.4%).
- The annual hours worked in jobs in the tourism industries averaged 1,559 hours in 2006, compared to an economy-wide average of 1,738 hours per job. Hours worked edged up 0.1%, on a per job basis, in the sector in 2006, while they were unchanged economy-wide.
- Hourly compensation in tourism in 2006 was \$17.95 per hour, up 4.2% from one year earlier. Hourly compensation averaged \$26.40 across all jobs in the economy, up a comparable 4.1%.

1.0 Introduction

The aim of the Human Resource Module (HRM) is to provide timely and reliable statistics on the human resource dimension of tourism. Both the Canadian Tourism Satellite Account (CTSA) and the National Tourism Indicators (NTI) already carry some limited information on the number of jobs generated by tourism, while the former carries information on the labour income associated with these jobs as well.

The HRM complements and enhances the analytical capacity provided by the CTSA and the NTI, allowing for a broader insight into tourism's role in the economy. It also serves as a useful planning and forecasting tool for policy makers in the tourism, employment and training areas. Various tourism-affiliated agencies, academics, and decision-makers in tourism will also be able to use it for research and analysis, planning and development.

Human resource planning involves all persons working in tourism, irrespective of whether their income comes directly from serving a tourist or a non-tourist. Consequently, the total number of jobs in tourism industries is a major focus of the HRM. This is broader than the CTSA and the NTI, which portray only the jobs generated by tourism demand.

It should be emphasized that, for consistency with the Canadian System of National Economic Accounts (CSNEA), the HRM uses the number of jobs as its key measure of employment. This is not the same as the Labour Force Survey measure of employment, which is the number of people employed. The two differ because of multiple job-holders, thus the former exceeds the latter by the number of people with second, third, etc., jobs.

Outlining the rest of the report, the following two sections discuss the accounting frameworks behind the HRM, key tourism concepts and definitions from the CTSA, and various labour concepts and definitions from the CSNEA. The scope of the study, including description of the industry groups and occupations used, is described next. Selected results are then discussed to demonstrate analytical uses of the HRM. Conclusions and future work are discussed in the last section.

Appendix A summarizes the data sources and Appendix B outlines the methodology. Appendix C provides a list of North American Industrial Classification System (NAICS) industries included in the industry groups of the HRM while Appendix D lists the occupations. A summary of the tables available in the HRM is included in Appendix E. A glossary of terms and list of references are also provided.

2.0 Framework

The HRM is based on and rooted in the accounting framework of the Canadian TSA, which follows the international guidelines in **Recommended Methodological Framework: Tourism Satellite Account (TSA:RMF)**.¹ In turn, the TSA:RMF is based on the accounting framework and principles of the internationally recognized **System of National Accounts 1993 (SNA)**.²

Because the HRM uses the same framework, concepts and definitions as the Canadian TSA (CTSA), results from both can be readily compared. By extension, the HRM results can be readily compared to those of the CSNEA, in particular, to the number of jobs, hours worked and labour income in other industries in the economy. This enhances the analytical capacity of the HRM.³

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1. Commission of the European Communities Eurostat, Organisation for Economic Co-operation and Development, World Tourism Organization, United Nations Statistics Division, *Tourism Satellite Account: Recommended Methodological Framework*, Luxembourg, Madrid, New York, Paris, 2001.
 2. Commission of the European Communities Eurostat, International Monetary Fund, Organisation for Economic Co-operation and Development, United Nations, World Bank, *System of National Accounts 1993*, Brussels, Luxembourg, New York, Paris, Washington, 1993.
 3. Some conceptual differences exist between the Canadian TSA and the international guidelines in the TSA-RMF. See Katharine Kemp and Shaila Nijhowne, "Study of the Canadian Tourism Satellite Account: Comparison of the TSA-RMF and CTSA," report prepared for the Canadian Tourism Commission for the meetings of the Macroeconomics and Statistics Sub-Committee of the World Tourism Organization, March 8-9, 2004 in Madrid.

3.0 Concepts and definitions

The HRM carries information on the number of employee and self-employment jobs, full-time equivalent employment, total hours worked and labour income, gross wages and salaries and supplementary labour income. Some of these basic concepts and definitions are described next. They are discussed from a total industry perspective first, that is to say, regardless of the source of demand, tourism or non-tourism.

In the HRM, **total employment** in an industry is the number of all employee and self-employment jobs in that industry. It should be noted that a job that exists for only part of the year (for example 4 months) counts as only a fraction of a job (1/3 of a job) for the year. It should also be noted that a part-time job at 10 hours a week counts as much as a full-time job at 50 hours a week; each is one job. For this reason, jobs are not a good measure of labour inputs to production.

A better measure is **full-time equivalent employment** in which part-time jobs are converted to full-time jobs on the basis of hours worked.⁴ For example, two part-time jobs of twenty hours per week would be equivalent to one full-time job at forty hours per week. **Total hours worked** is an even better measure of aggregate volume of labour inputs to production, and the one used in the CSNEA to calculate labour productivity.⁵ The concept here is that of actual hours worked, not usual hours, and of hours worked, not hours paid (see Appendix A.1).

The value of labour inputs to production in an industry is measured by the labour income and a labour component of mixed income for all jobs in that industry. **Labour income** consists of gross (i.e., before tax) wages and salaries, including tips,⁶ commissions, bonuses, as well as **supplementary labour income** which covers mandatory and non-mandatory employer contributions to pension plans and social insurance and similar benefits. **Mixed income** is the income after expenses of unincorporated business accruing to the self-employed.⁷

The HRM also estimates the number of jobs that can be directly attributed to, or generated by, tourism demand. These estimates provide the link between the HRM and the CTSA/NTI. Thus, **tourism employment** in an industry is the number of jobs generated by, or attributable to, visitor spending on the goods and/or services produced by that industry. The difference between tourism employment and total employment is just the number of jobs attributable to non-tourism (i.e., not directly attributable to tourism demand).

To give an example, if the Full-Service Restaurants industry has a total of 100,000 jobs, only the share that is directly associated with tourism (say 25%, or 25,000 jobs) represent the tourism employment in this industry. Similarly, only 25% of the full-time equivalent employment, total hours worked and labour income is attributed to tourism. Derived variables, such as annual average hours worked and annual average wage and salary per tourism job, as well as the average hourly earnings per hour worked per tourism job are assumed to be the same for all jobs in an industry.

At the core of the CTSA and the NTI is the definition of **tourism**. Tourism is defined according to international standards as: "the activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes not related to the exercise of an activity remunerated from within the place visited". Persons who engage in tourism, so-defined, are called **visitors**. Visitors consist of **tourists** (those who visit and stay outside their usual environment for at least one night) and **same-day visitors**.

4. While full-time equivalent jobs is a better measure of labour inputs to production, it is not necessarily a better measure for all purposes. For instance, it is not very useful for assessing the number of people who may need training.

5. By combining tourism GDP from the CTSA/NTI and hours worked attributable to tourism from the HRM, a measure of tourism labour productivity, which is fully consistent with CSNEA measures of labour productivity by industry, can be obtained.

6. The imputation of unreported tips in the CSNEA is described in Appendix A.1.

7. Mixed income is found in the CTSA. For the HRM, on the other hand, an imputation is made for the labour component of mixed income. See the discussion of step 1 in the methodology in Appendix B.

The definition of tourism is quite broad in that both personal and business travel are included. The international standard does not precisely spell out the notion of usual environment, thereby allowing a country to apply its own specifications. For operational purposes, Canada has defined the concept of **usual environment** as the area less than 80 kilometres one-way from home.⁸ It should be noted that not all travel is tourism. In particular, the definition rules out several types of travel including commuting to and from work or school, travel by armed forces and diplomats, as well as migration. On the other hand, crossing an international boundary is considered tourism irrespective of the distance travelled.

Tourism demand is the spending by Canadian and non-resident visitors on domestically produced commodities. This spending has a direct impact on a wide range of industries, some more so than others. This leads to a definition of a **tourism industry** as one that provides tourism commodities to visitors that would cease to exist without tourism or would continue to exist only at a significantly reduced level of activity. By this definition, Travel Services is a tourism industry while Retail Trade, which derives some of its business from visitors, is not. A **tourism commodity** is a good or service for which a significant part of its total demand comes from visitors. Air passenger transportation is a tourism commodity, while groceries, although occasionally bought by visitors, is not, because most groceries are bought by local residents.

Gross Domestic Product (GDP) can be defined as the unduplicated value of production of goods and services within the geographic boundaries of a country or region (i.e., province, territory).⁹ **Tourism GDP** is the GDP that can be attributed to the production of goods and services consumed directly by visitors.¹⁰ In the CTSA, tourism GDP is calculated as the sum of the labour income, mixed income (net income of unincorporated business) and other operating surplus (corporate profit and depreciation) that can be directly attributed to visitor spending.¹¹

Several socio-demographic variables are available in the HRM. One of these, immigrant status, is defined by place of birth. Thus, an **immigrant** is an individual born outside of Canada. A **non-immigrant** is an individual born in Canada.

4.0 Scope of study

The scope of this study is unchanged from last year. The information on the number of jobs, hours worked and employment earnings is presented for the same industry groups and occupations for full- and part-time jobs. The information is also available according to the same characteristics of employees (gender, age group and immigrant status), however, the number of detailed cross-classifications by demographic characteristics has been reduced (see Appendix E).

The HRM annual estimates have been updated to 2006 from 2005 (in last year's release). In addition, previous estimates for 1997 to 2005 have been revised as a result of revision of Labour Force Survey estimates and consequent revision of the Canadian Productivity Accounts data, both of which are key inputs to the HRM.

8. The operational definition of tourism has been revised with the new, redesigned Travel Survey of Residents of Canada. Tourism will now include all overnight "out of town" (according to a respondent's perception) trips and same-day trips exceeding forty kilometres one way from home. In addition to the usual exclusions, routine trips, such as for grocery shopping, will be excluded even if "out of town" or over 40 kilometres.

9. Unduplicated means that values are not double counted. If, for example, the value of fuel used by aircraft is counted along with airfares (which already include the costs of fuel inputs) the value of the fuel would be counted twice. Instead, only the value added (the difference between revenues from sales of goods and services produced and the cost of intermediate inputs of goods and services) at each stage of production is counted in GDP. It might be noted that GDP in the CSNEA and CTSA is measured at basic prices. This means essentially that valuation is at the prices received by sellers, and does not include taxes on the sale of goods and services.

10. The qualifier "directly" is important. To continue the example from above, "directly" means that only the GDP generated in the production of passenger air transportation (which visitors consume in their travels) can be counted in tourism GDP, not any of the GDP or value added generated in production of goods and services that are inputs to air transport (like the fuel which airlines use). It is in this sense that tourism GDP is directly attributable to visitor spending. There is of course GDP generated in the upstream production chain that can be attributed to tourism, but only indirectly. Estimates of the direct and indirect effects of tourism can be obtained from economic impact models.

11. In the CTSA, GDP is calculated using the sum of incomes generated by production approach, one of the three approaches to measuring GDP. The other two approaches are based on summing (1) the final expenditures on goods and services produced and (2) the value added generated in the production of goods and services.

The main difference with this report is that only results related to annual total employment in the tourism industry groups of the HRM are provided. Owing to resource limitations, the annual estimates related to jobs directly attributable to tourism demand (spending) and selected quarterly results have been suspended for the time being.

4.1 Industry classifications

This study uses the North American Industry Classification System (NAICS) 2002 to define the tourism-related industries. Briefly, NAICS is a comprehensive industry classification system encompassing all economic activities. It is designed for the compilation of production statistics and, therefore, for the classification of data relating to establishments (and locations). The criteria used to group establishments into industries in NAICS are similarity of input structures, labour skills or production processes used.

In order to maintain the reliability of the data several tourism industries have been grouped together. Thus the tourism industry groups of the HRM include:

- (1) Transportation
 - Air transportation
 - All other transportation (includes rail, water, bus, taxi and vehicle rental)
- (2) Accommodation
- (3) Food and beverage services
- (4) Recreation and entertainment and
- (5) Travel services.

The transportation industry group is further disaggregated into the air transportation and all other transportation industries. (See Appendix C for complete list including NAICS codes).

Employment is also generated in non-tourism industries (e.g. Retail Trade). This employment is not included in this study as it would involve calculating tourism ratios in almost all industries in the economy.

4.2 Occupational classification

This study uses the Standard Occupational Classification (SOC) 1991 definitions of occupations. The basic principle of classification of the SOC is that of kind of work performed. An **occupation** is thus defined as a collection of jobs, sufficiently similar in work performed to be grouped under a common title for classification purposes.

The selection of occupations for this study is based on an examination of the occupational data from the 2001 Census for persons in the experienced labour force whose main job was in one of the tourism industry groups of the HRM. Occupations with an estimated 5,000 employed persons (i.e., with underlying samples of roughly 1000 persons) or more were selected for this study. Occupations with fewer persons employed are too "small" to support time series based on much thinner samples from the LFS. A detailed listing of occupations along with their SOC codes is included in Appendix D.

5.0 Results

The HRM provides a snapshot of the tourism industries and the occupations they comprise as well as insights into trends over time. Analyses can be made on employment, hours worked and employment earnings for a period of ten years, starting in 1997 through to 2006. Derived variables, such as number of full-time equivalents, average hourly earnings and average annual hours worked per job can also be examined.

These key statistics of the HRM can be analyzed according to various characteristics of the jobs (employee or self-employed, full-time or part-time) and the characteristics of the persons holding them (gender, age group, immigrant status). Last, comparisons can be made to the CSNEA employment estimates for the overall economy and for selected industries as well as CTSA and NTI aggregates.

Because the HRM contains such a large amount of data, the intent here is simply to highlight some findings and to illustrate some of the types of analyses the HRM can support. The analysis will focus on the year 2006 and changes from the previous year. The year 2006 was characterized by a strong expansion in domestic tourism, but continued weakness on the international front, as the Canadian dollar continued to gain ground against the US dollar.

Economy-wide growth (as measured by GDP) was 2.8% in 2006, while tourism GDP was up at a considerably faster 4.2%. In addition, overall job growth was 1.8%, while the number of jobs in tourism industries was up at a slightly faster 2.1%. It is against this backdrop, that the following analyses are made.

5.1 Jobs, hours and earnings in tourism industries

This section aims to provide some broad comparisons with the economy overall in terms of the key variables of the HRM on jobs, hours worked and compensation.

Jobs in tourism industries totalled 1.8 million in 2006 according to the HRM, up 38,000 from their level in 2005. This includes both full- and part-time jobs, as well as employee jobs and jobs from self-employment. This means that the sector overall accounted for 11% of all jobs in the economy in 2006. On an annual basis, the proportion of all jobs held in the tourism industries has in fact been very stable over the ten years now covered by the HRM.

When taking into account only the employment that can be directly attributed to tourism spending (i.e., tourism demand) one obtains a very different picture. The National Tourism Indicators (NTI) show that of the jobs in tourism industries in 2006, only 509 thousand, can be directly attributed to tourism. As mentioned earlier, the demand-side components of the HRM have not been prepared for this report.

The number of jobs in tourism grew 2.1% in 2006, slightly faster than the 1.8% pace of job growth in the economy overall. It was also slightly faster than the average 2.0% growth in jobs registered by tourism industries over 1998 to 2005. The number of jobs in Retail Trade, a sector that is comparable with tourism in terms of its size and competes for similar demographic groups in the labour market, rose 1.6% in 2006, following a 2.2% gain the year before.

Table 1 Human Resource Module, total jobs, average annual hours worked and average hourly compensation

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of jobs (thousands)										
Total tourism industries	1,525	1,552	1,622	1,658	1,691	1,728	1,762	1,786	1,781	1,819
Transportation	234	236	245	250	245	252	249	241	239	241
Air transportation	62	66	69	71	69	65	62	61	62	63
Other transportation	172	170	176	179	177	187	187	180	178	178
Accommodation	230	234	234	231	217	230	230	232	231	232
Food and beverage services	770	778	821	849	886	873	894	897	901	926
Recreation and entertainment	252	265	278	284	300	328	344	372	364	372
Travel services	40	38	43	45	43	45	45	44	46	47
Average annual hours worked (all jobs)										
Total tourism industries	1,602	1,629	1,617	1,604	1,591	1,565	1,577	1,589	1,557	1,559
Transportation	1,848	1,853	1,864	1,860	1,851	1,842	1,847	1,905	1,861	1,852
Air transportation	1,731	1,715	1,716	1,718	1,762	1,752	1,751	1,830	1,735	1,732
Other transportation	1,891	1,906	1,922	1,917	1,886	1,873	1,879	1,930	1,905	1,895
Accommodation	1,756	1,813	1,792	1,781	1,771	1,737	1,727	1,750	1,731	1,696
Food and beverage services	1,521	1,554	1,537	1,512	1,495	1,463	1,490	1,493	1,467	1,484
Recreation and entertainment	1,443	1,464	1,465	1,484	1,505	1,477	1,486	1,489	1,441	1,437
Travel services	1,816	1,780	1,767	1,772	1,793	1,771	1,738	1,824	1,792	1,805
Average hourly compensation (all jobs)										
Total tourism industries	13.89	14.17	14.56	15.32	15.75	16.31	16.08	16.51	17.23	17.95
Transportation	25.27	25.93	26.35	27.06	28.19	28.27	29.39	29.66	30.50	31.61
Air transportation	27.40	28.26	29.99	31.25	31.38	32.07	32.72	31.73	34.24	34.52
Other transportation	24.58	25.11	25.07	25.56	27.03	27.04	28.37	29.00	29.31	30.67
Accommodation	11.59	11.82	12.30	13.16	14.31	14.25	14.04	14.75	15.54	17.21
Food and beverage services	9.34	9.69	9.83	10.54	10.65	11.39	10.99	11.39	12.11	12.48
Recreation and entertainment	17.12	16.88	17.78	18.39	18.93	19.12	18.49	18.82	19.63	20.58
Travel services	16.05	17.55	17.40	18.63	18.69	18.80	19.24	19.67	20.61	21.56

Note: Including jobs from self-employment.

A total of 2.8 billion hours was worked in tourism industries in 2006, accounting for 9.7% of the 29.1 billion hours worked in the economy overall. This reflected an average 1,559 hours of work per year, somewhat less than the economy-wide average of 1,738 hours. The lower hours of work reflected the higher proportion of part-time jobs found in tourism. It is interesting to note that the average annual hours worked increased slightly in 2006 in tourism industries, but were unchanged for the economy overall. In Retail Trade, a sector characterized by a high proportion of part-time jobs, like tourism, the average annual hours of work per job fell from 1,584 hours in 2005 to 1,566 hours in 2006.

Jobs in tourism industries generated a total of \$50.9 billion in 2006 in terms of compensation (wages and salaries, supplementary labour income, and a labour component of mixed income), up 6.5% from the previous year, and the fastest pace since 2000. In comparison, labour compensation across all jobs in the economy was up 6.0% in 2006, also the fastest pace since 2000. Meanwhile, total labour compensation in Retail Trade was \$53.0 billion in 2006, up 6.1% from one year earlier.

The average compensation per job in tourism was \$17.95 per hour in 2006, up 4.2% from \$17.23 per hour in 2005. For comparison, the average hourly compensation economy-wide was \$26.40. In relative terms, hourly compensation in tourism industries has been quite stable at about 70% of the national average over 1997 to 2006. The average hourly compensation in Retail Trade went up by 5.6% from \$16.20 per hour in 2005 to \$17.11 in 2006.

5.2 Tourism industry profiles

As mentioned earlier, the HRM contains aggregated data on five tourism industry groups: Transportation (with details available for Air Transportation and Other Transportation), Accommodation, Food and Beverage Services, Recreation and Entertainment and Travel Services. Appendix C lists the industry groups and shows the industries that make up each one. The following provides selected results intended to give a flavour of the kinds of industry analyses possible with the HRM.

Food and Beverage Services was the biggest employer in tourism in 2006 with 926 thousand jobs, accounting for over half of all jobs in tourism industries. This industry also registered the fastest pace of job growth (+2.8%) in 2006 among the tourism industry groups of the HRM. These gains were all in full-time employee jobs, as the number of part-time and self-employment jobs declined in 2006. Food and Beverage Services continued to pay employees the least, with an average hourly wage of \$11.42. This was up only 2.7% from the year before, compared to 4.0% for all employee jobs in tourism. There was considerable variation in hourly earnings by occupation within this industry group. Restaurant and food service managers earned the most, \$14.88 per hour, while food counter attendants and kitchen helpers earned the least, \$8.54. There was also considerable variation in hourly wage gains in 2006 across the occupations; restaurant and food service managers saw their hourly wages increase 6.8% on average, while delivery drivers on average earned 1.3% less.

Recreation and Entertainment was the second largest employer among the tourism industry groups in the HRM, accounting for about one in five (or 372 thousand) jobs. This industry came second in terms of job growth in 2006, adding almost 9,000 jobs (+2.4%). Unlike Food and Beverage Services, these gains were all in part-time employee jobs, as the number of full-time employee and self-employment jobs fell. The industry continued to have the highest proportion of jobs from self-employment (18.5%), and accounted for just over half the self-employment jobs in tourism.

Accommodation posted the strongest gain in wages and salaries among the industry groups of the HRM in 2006, paying out \$5.9 billion, an increase of 8.9% over the previous year. The increase stemmed mainly from higher hourly wages, which increased from \$14.24 to \$15.74 per hour as full-time jobs replaced part-time jobs. With 232 thousand jobs, Accommodation was the third largest employer among the tourism industry groups of the HRM. Light Duty Cleaners was the most prevalent occupation, with 45,000 jobs in 2006, most of them held by women. Managers in Accommodation have seen their hours of work trending down over the last several years from in excess of 2,500 hours per year in the late nineties to 2,233 hours on average in 2006. While this was still well above the average 1,691 hours worked among employee jobs in the industry, it was below the average 2,381 hours put in by Chefs.

The transportation industry group (which consists of Air Transportation and Other Transportation) accounted for about 13% of all jobs in tourism in 2006. Air Transportation alone accounted for 62.9 thousand jobs in 2006, up 1.7% from 2005. An additional 1,050 employee jobs were generated in Air Transportation in 2006, as part-time jobs increased (+1,369) and full-time jobs decreased (-318). While Air Transportation accounted for only 3.5% of jobs in the sector in 2006, it accounted for twice as much labour compensation. Not surprisingly, employee jobs in Air Transportation paid more than elsewhere, \$28.42 per hour, nearly twice the average across all jobs in tourism.

Other Transportation accounted for 178 thousand jobs in 2006, up 0.4% from the previous year. These jobs came with the longest working hours, an average 1,895 hours per year, or 336 hours more compared to all tourism industries. One reason for this result was the relatively high proportion of full-time employee jobs (85%). These full-time jobs also paid well, \$26.25 per hour, second only to Air Transportation. Given that Other Transportation comprises a mix of several industries in the HRM including bus, rail, water, taxi and vehicle rental, it is not surprising to observe a wide range of wages. Taxi drivers and chauffeurs, for example, earned only \$13.89 per hour, while transportation managers earned \$40.09.

Travel Services accounted for 47 thousand jobs in 2006, up 1.3%, following a 5.9% gain in 2005. This industry group accounted for only 2.6% of all jobs in tourism. The average hourly compensation for jobs in this industry group was above average (\$21.56 per hour versus \$17.95), as were the hours worked (1,805 hours per year versus 1,559). Travel counsellors was the predominant occupation, accounting for 42% of the industry's employee jobs.

5.3 Profile of employees in tourism industries

The HRM includes details on three characteristics of employees namely, gender, age group and immigrant status. The following highlights some of the HRM results according to these demographics.

Table 2 HRM industry summary, employee jobs by employee characteristics, 2006

Industry	Total employee jobs	Share of total	Gender		Age group				Immigrant status	
			Male	Female	15 to 24	25 to 34	35 to 44	45 +	Immigrant	Non-immigrant
	thousands		percent							
Total tourism industries	1,685	100.0	45.4	54.6	39.0	18.2	16.9	25.9	20.4	79.6
Transportation	219	13.0	70.5	29.5	7.8	19.2	24.2	48.7	20.5	79.5
Air transportation	62	3.7	61.6	38.4	11.8	26.0	23.2	39.0	23.9	76.1
Other transportation	156	9.3	74.0	26.0	6.2	16.6	24.6	52.6	19.1	80.9
Accommodation	221	13.1	37.5	62.5	27.3	18.6	19.2	34.8	22.6	77.4
Food and beverage services	899	53.3	39.9	60.1	50.7	17.2	14.7	17.3	21.7	78.3
Recreation and entertainment	304	18.0	51.6	48.4	39.5	18.0	15.3	27.2	12.8	87.2
Travel services	43	2.6	31.8	68.2	9.6	30.4	26.7	33.3	34.2	65.8

Women held 920 thousand employee jobs in tourism industries in 2006, an increase of 22,000 from 2005. These gains were mostly full-time and accounted for nearly half the job gains in the sector. Among women, the number of employee jobs held by those aged 45 and over increased the most in 2006 (+3.5%). Among men, on the other hand, jobs held by those aged 25-34 increased the most (+3.9%). The number of jobs held by women and men aged 35 to 44 hardly changed.

Women were notably under-represented in Other Transportation, holding only 26% of the employee jobs. Conversely, 68% of jobs in Travel Services were held by women. Women were more likely to be working part-time than men. They also earned less. Women working in tourism industries earned \$19,100 in 2006, compared to \$30,500 for men. There was significant variation in women's wages and salaries, with jobs in Air Transportation paying the most (\$42,269) on average, and jobs in Food and Beverage Services paying the least (\$14,632).

Youth aged 15 to 24 years held 658 thousand employee jobs in the tourism industries in 2006. These young workers were more likely to be working in part-time jobs than other tourism workers, accounting for two-thirds of all the part-time work in the sector. Their wages were also considerably lower. For example, the average hourly wage among workers aged 15-24 was \$8.82 in 2006, just over half the average across tourism industries.

Over 1997 to 2006, the number of jobs held by younger (15 to 24 years of age) and older (45 + years of age) employees in tourism has grown significantly, averaging 2.8% and 4.8% per year, respectively. Over the same period the number of jobs held by 25 to 44 year olds has declined.

Immigrants (persons born outside Canada) held 344 thousand jobs in tourism industries in 2006, or 20% of employee jobs.¹² They were more likely to be employed in Travel Services and less likely to be employed in Recreation and Entertainment compared to non-immigrants. Immigrants were also more likely to be older: 18% were between 15 to 24 years old, compared to 44% for non-immigrants. Over 40% of immigrant workers belong in the 45+ age group. Immigrants working in tourism industries were more likely to be men (53% versus 43%) and more likely to be in full-time jobs (72% versus 58%) than their non-immigrant counterparts. These results have been quite stable over 1997 to 2006.

On average, immigrants worked longer hours than their non-immigrant counterparts, 1,755 hours per year versus 1,485 in 2006. This was the case for both men and women and for full-time and part-time jobs, across the period covered by the HRM. Immigrants also earned higher annual wages and salaries on average (\$28,769 versus \$23,112 in 2006), although this reflects the fact that the immigrant labour force in tourism industries is older and that older workers earn more than younger workers.

6.0 Conclusions and future work

The HRM provides a rich source of information for the planning and analysis of tourism employment in Canada. The linking of the HRM with other tourism databases such as the CTSA and the NTI, allows for even greater analysis. Variables such as labour productivity (GDP divided by hours worked) can now be calculated.

The priority going forward is to improve the timeliness of the HRM by moving to the quarterly frequency. In addition, with the national database now on a sound footing, consideration is being given to building in a regional dimension to enable use of the HRM for the monitoring, planning and analysis of tourism employment at the provincial/territorial level. The feasibility of such an extension will of course need to be explored.

12. It should be noted that the results for immigrants are based on 2001 Census proportions which are maintained throughout the period covered by the HRM (see Appendix B, step 4). These proportions will be updated with the 2006 Census data next year.

Appendix A: Data sources

There are four main sources of data underlying the Human Resource Module estimates. They are the Canadian Productivity Accounts (CPA) data in the Canadian System of National Economic Accounts, the Census, the Labour Force Survey (LFS), and the Survey of Employment Payroll and Hours (SEPH). These are described below along with their main uses.

A.1 Canadian System of National Economic Accounts

The CPA database in the CSNEA provides the tourism industry group totals for employee jobs and hours worked, labour income, wages and salaries, supplementary labour income, for both full-time and part-time jobs. Comparable data are also available for self-employment jobs, but the income variable is the net income of unincorporated businesses. These totals are for all jobs, including those attributable to both tourism and non-tourism demand. The data are classified on a NAICS basis.

The CPA data for jobs are based, in turn, on the Labour Force Survey estimates for the number of persons employed. This is adjusted to jobs by adding the second jobs of multiple-job holders.¹³ Additions are made for employment not covered by the LFS (e.g. regular military, employed persons in the territories, living on Indian reserves, and civil servants working in Canadian embassies abroad) to reflect the total economy. Last, deductions are made to exclude those absent from work without pay during the reference week.¹⁴ SEPH is primarily used to develop the industry allocation of the adjusted LFS benchmarks, although industry surveys and administrative sources are also used for selected industries.

The hours worked data include the following:

- hours actually worked during normal periods of work;
- time worked in addition to hours worked during normal periods of work, and generally paid at higher rates than the normal rate (overtime);
- time spent at the place of work on work such as the preparation of the workplace, repairs and maintenance, preparation and cleaning of tools, and the preparation of receipts, time sheets and reports;
- time spent at the place of work waiting or standing-by for such reasons as lack of supply of work, breakdown of machinery, or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract; and
- time corresponding to short periods of rest at the workplace, including tea and coffee breaks.

They exclude:

- hours paid for but not actually worked, such as paid annual leave, paid public holidays, paid sick leave;
- meal breaks; and
- time spent on travel to and from home and work.

The hours worked data are adjusted to correct for reference week effects in order to estimate annual hours worked.

13. Industry of second job is determined based on patterns observed for multiple job holders in the Survey of Labour Income Dynamics.

14. For more details on the current CSNEA methodology see Jean Pierre Maynard, "Annual measure of the volume of work consistent with the SNA: The Canadian experience," paper presented to the annual meeting of the Paris Group, 29 September 2004, Lisbon, Portugal.

In the national accounts, industry totals for wages and salaries come from a detailed reconciliation of wages and salaries from survey data and T4 administrative data. Estimates for components of supplementary labour income come in part from the T-4 system (e.g., employer contributions to EI and Q/CPP), administrative data on registered pension plans and from Workers Compensation Boards, as well as other survey sources (for benefits like life, accident and health insurance).

It might be noted that adjustments for selected tips that go unreported are made to the benchmarks for several industries:

- Performing arts and spectator sports and related industries (NAICS 711)
- Amusement, gambling and recreation industries (NAICS 713)
- Accommodation services (NAICS 721)
- Food services and drinking places (NAICS 722).

The adjustments for tips are made on the basis of industry sales of alcoholic beverages, full service restaurant meals (no tips are assumed on fast food), and accommodation. There are additional, smaller imputations for tips in Personal Care Services (barbershops and beauty salons, etc.) and Railway Transportation (for luggage porters) industries.

It might be noted as well that the average hourly earnings are calculated in the HRM as wages and salaries divided by total hours worked. Because tips and pay for absences (sick leave, vacations, etc.) are included in wages and salaries, the hourly earnings include an implicit premium on top of the straight wage for both.

A.2 Census of Population

The Census of Population provides comprehensive data on the demographic, social and economic characteristics of Canadians. Detailed information is collected from one in every five households. Given its large sample size, the Census serves as the most reliable source of information on occupational distributions. As such, data from the 2001 Census was used primarily to distribute the CSNEA totals on employee jobs, hours worked and wages and salaries across occupations by gender and age group and between immigrants and non-immigrants.

The data used in these calculations are based on occupational distributions for persons who had employment income in the census reference year (in this case, 2000). The self-employed are excluded in the calculations.

The sample was broken down into part- and full-time categories according to whether the weeks worked in the reference year were primarily full-time (30 or more hours per week) or part-time (less than 30 hours per week). It should be noted that industry group and occupation relate to the main job held during the reference week (defined as the job at which the most hours were worked) or, if unemployed, to the main job held since the start of the reference year (defined as the one in which the most weeks were worked).

Tabulations for this study used the SOC 1991 classification for occupations.

A.3 Labour Force Survey

The Labour Force Survey (LFS) is conducted monthly and includes approximately 53,500 households, which translates roughly to a sample size of 100,000 people over the age of fifteen. The LFS collects basic labour force activity information including industry and occupation of employment for the survey reference week (normally the week including the 15th of the month), both for employees and the self-employed. It does not cover the territories, military personnel or civil servants stationed abroad, or persons residing on Indian reserves. Industry data are based on NAICS, while occupation data use SOC 1991.

The LFS is used here to develop the time series on jobs, hours worked and wages and salaries by occupation, age and gender for each industry group in the HRM. As mentioned previously, the LFS is used in the CSNEA to establish overall number of jobs totals.

A.4 Survey of Employment, Payrolls and Hours

The Survey of Employment, Payrolls and Hours (SEPH) is conducted monthly. It collects the number of employee jobs and payroll data from a sample of establishments in Canada.

In this survey, establishments are coded by industry through the Business Register, thereby providing a reliable source of timely information on the industry distribution of employee jobs and payrolls. The administrative data are supplemented by the monthly Business Payroll Survey of 11,000 businesses. This survey collects data on employment, earnings and paid or usual hours according to whether workers are paid by the hour, salaried or remunerated some other way.

SEPH data on a NAICS basis are available back to 1991. Data on the number of jobs, hours paid and earnings are used here to remove Rooming and Boarding Houses from the CSNEA totals and to develop the Accommodation time series. As mentioned earlier, SEPH is also used extensively in the CSNEA to determine the industry distributions of employee jobs.

Appendix B: Methodology

The basic methodology consists essentially of six steps:

- (1) taking totals from the CSNEA for jobs, hours worked, and wages and salaries,
- (2) further disaggregating these totals using data from the CSNEA for full-time and part-time jobs,
- (3) distributing the CSNEA totals for 2000 across occupations, gender and age groups, and immigrant status based on Census data,
- (4) building time series from these benchmarks based on movements in corresponding series from the LFS,
- (5) smoothing the time series for LFS occupations, while keeping the overall industry group totals,
- (6) making limited, final adjustments to data values. This step completes the estimates for total employment of the HRM.

The following describes the methodology and implicit assumptions in more detail.

Step 1: Benchmark totals

The industry group totals on jobs, hours worked, labour income and wages and salaries, including the details by class of worker (employee or self-employed), by full- and part-time status, come from the CPA database which are based on CSNEA principles.

These data did not exactly meet our requirements, however, and a number of adjustments were needed. In particular:

- (1) The labour component of mixed income from self-employment is imputed by multiplying the hours worked in self-employment by the average hourly labour income per employee job. This method assumes that the self-employed and paid employees earn the same on average.
- (2) The CSNEA jobs data follows the CSNEA version of NAICS, which is simply a special aggregation that defines the working level industries of the Input-Output tables. At this level, detail is available only for two parts of Accommodation Services, Traveller Accommodation (NAICS 7211) and RV Parks, Recreational Campgrounds and Rooming and Boarding Houses (NAICS 7212 + NAICS 7213). The inclusion of Rooming and Boarding Houses requires an adjustment to remove it. This is done using details from SEPH on the industry's share of overall jobs, hours and earnings. These shares are used to adjust both employee and self-employment jobs.

Step 2: Distribution of CSNEA data by full- and part-time status

Data from the CPA database in the CSNEA are used to split jobs, hours worked and income by full-time and part-time status.

Step 3: Distribution of industry totals by occupation

The best information on the occupational distribution of jobs comes from the Census. Step 3 involves using this source to distribute the CSNEA totals by occupation, gender, age group and immigrant status.

The discussion here relates only to employee jobs, as occupational details were not developed for the self-employed. The Census of Population was used to distribute the industry group totals established in the second step for the year 2000 (i.e., the reference year for the 2001 census).

To develop occupational distributors for the industry group totals, special census tabulations were done identifying persons in the tourism industries who had employment income in the reference year and were not self-employed. The selected persons were grouped according to their industry and whether they worked mainly full- or part-time during the reference year. For each of these groups the distribution of the (weighted) sample by occupation was determined, as well as the distribution of total hours worked and wage and salary income.

The occupational distributor for hours worked is based on the distribution of total hours (jobs multiplied by average hours worked) across occupations within each industry group.

The occupational distributor for wages and salaries is based on the distribution of total wages and salaries (jobs multiplied by hours worked multiplied by hourly earnings) across occupations in each industry group.

Step 4: Building the occupational time series

Step 4 entails using the corresponding LFS annual average series by occupation, age group and gender to build a time series. Information on immigrant status is not available from the LFS and therefore the percentage distribution from the Census reference year (2000) was maintained for all years. The LFS occupation and industry data matched those used in the Census therefore easing the process. The LFS data were adjusted to the Census level to maintain growth rates between years.

Step 5 and 6: Smoothing the LFS data and manual adjustments

Step 5 entails smoothing (using a four-year moving average) to reduce volatility in the occupational time series found in the LFS. It has been implemented in a way that preserves the overall industry group totals (from the CSNEA) and the occupational distributions (from the 2000 census), as these benchmarks are constraints that must be respected.

A simple moving average is applied to the indicators (discussed in Step 3) used to build the time series on jobs, hours worked and wages and salaries, full- and part-time, by occupation and for each industry. A 4-year moving average was judged to provide the best results overall in terms of reasonableness and consistency, reduced volatility, and minimizing the need for manual adjustments.

The last step in developing the total industry estimates involves manual adjustments when the smoothed series appear out of line, or are notably inconsistent with the hours worked or wages and salaries, or generate erratic movements in the implied average annual hours or average hourly earnings. Results from the feasibility study indicate that the smoothing and manual adjustments have little effect on the general pattern of the occupational distributions. However, they notably reduce the volatility of year-to-year growth rates. Approximately 1% of the data cells were adjusted after the smoothing.

Appendix C: Tourism industries in the HRM

North American Industry Classification System (NAICS) 2002¹⁵

1. Transportation

Air transportation

- 4811 – Scheduled air transport
- 4812 – Non-scheduled air transport

All other transportation industries

- 4821 – Rail transportation
- 4831 – Deep sea, Coastal and Great Lakes water transportation
- 4832 – Inland water transportation
- 4851 – Urban transit systems
- 4852 – Interurban and rural bus transportation
- 4853 – Taxi and limousine service
- 4854 – School and employee bus transportation
- 4855 – Charter bus industry
- 4859 – Other transit and group passenger transportation
- 4871 – Scenic and sightseeing transportation, land
- 4872 – Scenic and sightseeing transportation, water
- 4879 – Scenic and sightseeing transportation, other
- 5321 – Automotive equipment rental and leasing

2. Accommodation

- 7211 – Traveller accommodation
- 7212 – RV (recreational vehicle) parks and campgrounds

3. Food and beverage services

- 7221 – Full-service restaurants
- 7222 – Limited-service eating places
- 7224 – Drinking places (alcoholic beverages)

4. Recreation and entertainment

- 51213 – Motion picture and video exhibition
- 7111 – Performing arts companies
- 7112 – Spectator sports
- 7115 – Independent artists, writers and performers
- 7121 – Heritage institutions
- 7131 – Amusement parks and arcades
- 7132 – Gambling industries
- 7139 – Other amusement and recreation industries

5. Travel services

- 5615 – Travel arrangement and reservation services

15. NAICS 2002 replaces NAICS 1997 for 2002 onwards. Tourism industries were not affected by this change, which focussed on the information and technology sector.

Appendix D: Tourism occupations in the HRM

Standard Occupational Classification (SOC) 1991

Occupations **SOC1991****Accommodation**

Accommodation service managers	A222
Chefs	G411
Cooks	G412
Bartenders	G512
Food and beverage servers	G513
Hotel and front desk clerks	G715
Light duty cleaners	G931
Janitors, caretakers and building superintendents	G933
Food counter attendants and kitchen helpers	G961
All other accommodation occupations	

Air transportation

Air pilots, flight engineers and flying instructors	C171
Purser and flight attendants	G712
Airline sales and service agents	G713
Aircraft mechanics and aircraft inspectors	H415
Air transport ramp attendants	H737
All other air transportation occupations	

All other transportation

Transportation managers	A373
Retail salespersons and sales clerks	G211
Railway carmen/women	H414
Motor vehicle mechanics, technicians and repairers	H421
Bus drivers and subway and other transit operators	H712
Taxi and limousine drivers and chauffeurs	H713
Railway and yard locomotives engineers	H721
Railway conductors and brakemen/women	H722
Railway track maintenance workers	H732
All other transportation occupations	

Food and beverage services

Restaurant and food service managers	A221
Food service supervisors	G012
Cashiers	G311
Chefs	G411
Cooks	G412
Maitres d'hôtel and hosts/hostesses	G511
Bartenders	G512
Food and beverage servers	G513
Bakers	G942
Food counter attendants and kitchen helpers	G961
Delivery drivers	H714
All other food and beverage occupations	

Appendix D: Tourism occupations in the HRM - concluded**Occupations** **SOC1991****Recreation and entertainment**

Facility operation and maintenance managers	A141
Recreation and sport program and service directors	A343
Program leaders and instructors in recreation/sport	F154
Retail salespersons and sales clerks	G211
Cashiers	G311
Security guards and related occupations	G631
Attendants in amusement, recreation and sport	G731
Janitors, caretakers and building superintendents	G933
Landscaping and grounds maintenance labourers	I212
All other recreation and entertainment occupations	

Travel services

Retail trade managers	A211
Travel counsellors	G711
All other travel agent service occupations	

Appendix E: Table summary

The structure of the HRM tables is detailed below.

Tables are available for each of the five tourism industry groups (see Appendix C) included in the HRM, as well as a total for all industries. Details are available as well on the air transportation and all other transportation sub-industries of the transportation industry group.

Total employment, hours worked and wages and salaries are available for each industry group. Derived variables including average annual hours worked, average annual wage and salary and average hourly wages are also included.

These variables are split into the following categories:

- a. Full-time female
- b. Part-time female
- c. Full-time male
- d. Part-time male
- e. Total male
- f. Total female
- g. Total full-time
- h. Total part-time
- i. Total

Each of the above categories are split into occupational details (see Appendix D).

The categories "e" to "h" are further split into immigrants and non-immigrants, while the category "i" is further divided up into four age categories:

- 15-24
- 25-34
- 35-44
- 45+

It might be noted that for publication purposes, cells of the HRM tables are suppressed whenever the estimated number of jobs is less than twenty. Below this threshold, the data are not considered reliable enough for publication.

Tables on annual employment in tourism industries are now available upon request. Tables on the annual employment directly attributable to tourism (i.e., tourism employment) and quarterly data have been suspended for the time being. For more information, contact the information officer (613-951-3640; lead-info-dcrd@statcan.ca), Income and Expenditure Accounts Division.

Glossary of terms

Employee jobs: All jobs in which the person employed draws compensation for services rendered and for whom the employer must complete a Revenue Canada T4 form. Jobs in which workers are paid by tips or commissions are included. Self-employed proprietors of unincorporated enterprises and unpaid family workers are not included.

Full-time equivalent employment: Is the number of full-time equivalent jobs.

Full-time equivalent (FTE) jobs: Is defined as total hours worked divided by average annual hours worked in full-time jobs. This can also be described as full-time-equivalent work-years. It is a less precise alternative to expressing labour input in terms of total hours worked.

Full-time job: One in which a person usually works 30 hours or more per week.

Gross domestic product (GDP): The total unduplicated value of the goods and services produced in the economic territory of a country or region during a given period. GDP can be measured three ways: as total incomes earned in current production (income approach), as total final sales of current production (expenditure approach), or as total net values added in current production (value added approach). It can be valued either at basic prices or at market prices.

Hours worked: Actual hours worked during normal periods of work, including overtime but excluding paid leave (e.g. holidays, sick leave).

Immigrant: In this study, an immigrant is defined as a person born outside of Canada.

Industry: An industry is a group of establishments engaged in the same or a similar kind of economic activity.

Job: A job is defined as an explicit or implicit contract between a person and an institutional unit to perform work in return for compensation for a defined period or until further notice. The institutional unit may be the proprietor of an unincorporated enterprise, in this case the person is described as being self-employed and earns a mixed income. The number of jobs exceeds the number of persons employed by the number of second, third, etc. jobs.

Jobs generated by tourism: Jobs that can be directly attributed to tourism demand.

Labour force: The civilian non-institutional population 15 years of age and over who are either employed or unemployed.

Labour income: Total earnings of employees, consisting of wages and salaries as well as supplementary labour income (such as employer's contributions to pension funds, employee welfare funds, the Employment Insurance Fund and Worker's Compensation Funds).

Main job: The job at which the most hours are worked.

Mixed income: Mixed income is a balancing item in the industry accounts of the input-output accounts representing the return to both self-employed labour and capital of the unincorporated business. Mixed Income consists of earnings of proprietors of unincorporated businesses (sole proprietorships and partnerships) such as retailers and consultants, earnings of independent professional practitioners such as lawyers and dentists, net (after expenses) rental income of owners of real property and the accrued net farm income of farm operators.

Multiple-job holder: A person who is employed in more than one job during the reference period.

Non-immigrant: In this study, a non-immigrant is a person born in Canada.

Occupation: A collection of jobs, sufficiently similar in work performed (tasks, duties and responsibilities) to be grouped under a common title for classification purposes.

Part-time job: One in which a person usually works less than 30 hours per week.

Satellite account: An accounting system that follows the basic principles of the System of National Economic Accounts but also expands the analytical capacity for selected areas of economic or social concern, without overburdening or disrupting the central system. Satellite accounts are linked with the central framework of the national accounts and through them to the main body of integrated economic statistics.

Self-employment jobs: Includes working-owners of unincorporated enterprises, and members of their households who work without a wage or salary (i.e., unpaid family workers).

Supplementary labour income: Supplementary Labour Income is expenditures by employers on their labour account which are regarded as compensation of employees. It includes contributions to employment insurance, private and public pension plan contributions, and (beginning in 1990) retirement allowances.

System of National Economic Accounts (SNEA): The System of National Economic Accounts (SNEA) consists of a coherent, consistent and integrated set of macroeconomic accounts, balance sheets and tables based on a set of internationally agreed concepts, definitions, classifications and accounting rules. In its broad outline, the Canadian System of National Economic Accounts (CSNEA) bears a close relationship to the international standard as described in the United Nations publication: System of National Accounts 1993.

Total hours worked: Is the aggregate number of hours actually worked during the year in employee and self-employment jobs.

Tourism: The definition of tourism adapted from the World Tourism Organization and the United Nations Statistical Commission is: "the activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes."

Tourism commodity: Tourism commodity is one for which a significant part of its total demand in Canada comes from visitors.

Tourism demand: Tourism demand is defined as the spending of Canadian and non-resident visitors on domestically produced commodities. It is the sum of tourism domestic demand and tourism exports.

Tourism employment: is the number of jobs in tourism and non-tourism industries that can be directly attributed to tourism demand. Someone who works 10 hours a week counts for as much, by this measure, as someone who works 50 hours a week. This is also called "employment generated by tourism".

Tourism industry: An industry which as a direct result of the absence of tourism would cease or continue to exist only at significantly reduced levels of activity. Some industries may be affected by the absence of tourism but not directly, for example the absence of tourism would greatly affect the air transportation industry and thus indirectly the catering industry.

Tourism Satellite Account: Tourism Satellite Account is an accounting framework, based on the System of National Accounts, that serves to define tourism and is used to compile and integrate statistics on tourism, to measure its importance to the economy, and to facilitate its comparison with other industries within the economy.

Visitors: Visitors are persons who undertake tourism as defined above. They are referred to as either tourists (those who stay overnight or longer in the place visited), or same-day visitors. In Canada, "tourist" is used to denote all visitors, whether they are same-day or overnight visitors.

Wages and salaries: Wages and salaries consist of monetary compensation and payments-in-kind (e.g., board and lodging), to wage earners and salaried persons employed in private, public and non-profit institutions in Canada including domestic servants and baby-sitters. Other forms of compensation included here are commissions, bonuses, tips, directors' fees, taxable allowances, and the values of stock options of corporations. Bonuses, commissions and retroactive wages are recorded in the period paid rather than earned. Wages and salaries are recorded on a gross basis, before deductions for taxes, employees' contributions to employment insurance, and private and public pension plans.

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